

Beaver Creek Bible Camp Staff Code of Conduct

Arrival and Departure

Staff are asked to be at camp by 5pm Sunday afternoon and stay for clean up and debrief once campers have left (2-3 hours). Staff must arrange with the director any variations of this at the time of application or as soon as possible.

Hours

All staff, support staff included, are asked to keep the noise level and the movement on the grounds down after camper bedtime in order to respect the work of the cabin leaders and to respect the needs of other staff that require more sleep. Special courtesy should be given to the cooks and kitchen helpers in that they usually have to get up earlier to prepare breakfast.

Accommodations

The staff housing facilities are not sound proof. With staff resting at various times of the day and people sharing rooms, we ask that you respect other's need for a quiet place to rest, reflect, and seek the presence of God.

Kitchen

The kitchen should be a warm and inviting atmosphere. During the meal preparations, however, we ask that you would only be there for the purpose of helping out. There are times when the final meal preparation is difficult and the cook could use an additional person. The non-cabin-leading staff are expected to clean-up the night snack dishes and leave the kitchen area in clean order for the cook to enter early the next morning. The staff are asked to follow guidelines administered by the cook and directors concerning any non-scheduled meals or snacks. Under no circumstances are staff to take food off the shelf or out of the fridge without being authorized to do so. If you are bringing food specific to dietary needs, please communicate with the cooks as fridge space may be limited. Your cooperation, respect, consideration, and honesty are essential.

Staff Meetings

We believe staff meetings are an integral part of maintaining camp unity and facilitating personal encouragement. We expect each and every staff to participate in the staff meetings (except kitchen staff). Staff meetings will be scheduled to accommodate all areas of camp life and if staff cannot be present because of work responsibilities, they should inform the director.

Water Safety

No canoe/kayak shall be allowed on the lake by itself. Two or more canoes/kayaks must always remain in close proximity to each other. Staff and campers must wear life jackets that are the right size at all times when in a canoe/kayak. During camp swim times we ask staff to actively support the Lifeguard and respect the Lifeguard's authority at the beach. Safety cannot be overemphasized! We don't want a single casualty at camp.

Bible Translation

Using a modern language Bible is encouraged. We generally use the New International Version (NIV) or New Living Translation (NLT) at camp.

Music

Since music tastes are different and we value providing a break from media for staff and campers both, we ask that no recorded or broadcasted music be played if it interferes with the serenity and beauty of the camp setting or personal reflection.

Phones & Media

Though we understand that cellphones are a huge part of our lives, we value providing staff and campers with a break from personal electronic devices (cellphones, ipods, tablets etc). We ask that cell phones remain packed away during camp. Campers are not allowed to bring electronic devices to camp and we as staff want to do our best to follow suit. Staff are welcome to use the camp phone but we ask that you check with a director before making a camp call. **Camp will make an effort to provide alarm clocks but please bring a watch or other alarm clock if you have them.**

Laundry

The camp laundry facilities are there for the kitchen staff to wash tea towels and other kitchen related items. It is also available for staff that cannot easily go home to do laundry once a week and for other emergencies. Staff are asked to communicate with a Director if the need arises.

Servanthood

Camp is for the CAMPER. Being on call 24 hours a day is tough, but it is our calling to consistently put the needs of the campers ahead of our own. “Do nothing out of selfish ambition or vain conceit, but in humility, consider others better than yourselves...” Phil 2:3. You may be called on to improvise, substitute in an activity, try something entirely new, or lead something you don’t enjoy. There will be sacrifices of time, self, and personal pleasure. The rewards definitely outweigh the sacrifices – seeing campers’ lives changed! Make sure that in all you do, you exemplify servanthood, helpfulness, cheerfulness, humility, kindness, forgiveness and enthusiasm. This holds true for every item of the program, every minute of the day. When there are two staff members with a different opinion “be quick to listen and slow to speak.” When there is a task that needs to be done, be quick to pitch in and exemplify servanthood. For example, during recreation, teamwork rules; staff are not to run the show, hog the ball, etc., but rather set campers up to have a good time and participate to their fullest potential.

Camp Atmosphere

All staff must, at all times, be models of behaviour. 1 Timothy 4:12 - “Don’t let anyone look down on you because you are young, but set an example for the... (campers) in speech, in life, in love, in faith and in purity.” One staff member who fails to be a good example can quickly break down what the whole camp is trying to accomplish. Any staff member who stands in the way of achieving camp objectives must be corrected or sent home. It is better to be short staffed than to be wrong staffed.

Dating

Camp is a great place to meet that special someone; but a bad place to date them. We ask that staff do not pursue each other while at camp. Staff are at camp to serve the Lord and devote their energy to loving on the campers. If you and your significant other both come to serve at camp, you can expect to have a discussion with the directors at the start of the week. We'd love to discuss expectations with you so there's clarity all around. Any staff that does not help to build a healthy atmosphere at camp could be asked to leave by the camp director.

Camp Property

We ask all staff to respect the camp property. We want to preserve the natural beauty of camp and ask that you respect trees and animals both. Each staff is to see that cabins and grounds are left clean and in order upon departure. At all times litter shall be placed in the proper containers. New outdoor campfire sites are not to be started without the approval of the director. Campers must stay on the camp grounds except on programmed excursions. Camp equipment must always be used under the supervision/permission of the director or the designated person in charge.

Clean Up

Each of the staff are expected to participate in general clean up at the end of each camping period as well as the following: the support staff are responsible for their sleeping quarters as well as the buildings and equipment which relate to their area of responsibility; cabin leaders are responsible for their own cabin and area. Parents arrive on Saturday and staff are expected to stay on site until the campers are gone and clean up is complete unless arrangements are made ahead of time with the director.

Conduct with campers

Staff members should always avoid situations with children and youth that could in any way be misconstrued as being indiscreet. Staff should generally build their closer relationships with children and teenagers of the same gender; likewise private counselling with the opposite gender should generally be avoided. There is an increased sensitivity about staff expressing concern for youth in any physical way whatsoever and therefore have been an increasing number of cases where such affection has been misunderstood. As a result private counselling sessions should be avoided where possible within the discretion of the cabin leader. If counselling is deemed necessary, a third person should be invited to sit in on the talk or it should be done in a public place.

Campers

Unless ill (by diagnosis of the Nurse), campers are expected to participate in all camp activities, chapel, meals, sports, etc. Cheerful cooperation is encouraged. No camper is to leave the designated ground without being accompanied by a staff member. This rule should be strictly enforced and reinforced. During non-swimming hours campers are not allowed on the beach unless accompanied by a staff.

Boys are not allowed in the girl's cabins and vice-versa. The general area around and behind the boys cabins are out-of-bounds for girls and the girls area is out-of-bounds for

the guys except during programmed activities which takes into account the appropriateness of the time of day.

Campers who bring cellphones, iPods, MP3 players, or unwholesome books/magazines/games, should hand these in to the director for safe keeping till the end of the camping session.

Generally the same dress codes apply for campers as for staff. Campers are not to wear swimwear during non-swimming hours. Boys are to wear shirts at all times except during swimming. Clothes which display beer ads, suggestive slogans, or other such negative influences to the camp environment should be left in the suitcase.

The phone is not to be used by campers unless there is an absolute emergency. Only the director has the authority to let campers use the phone. This permission is rare.

Staff Dress Code

"Your beauty should not come from outward adornment...instead; it should be that of your inner self, the unfailing beauty of a gentle and quiet spirit, which is of great worth in God's sight." We hope the following guidelines will assist our staff team in promoting a wholesome and honouring camp environment.

1. Clothing depicting words/symbols/pastimes that aren't honourable may not be worn.
2. Clothing must have appropriate fit and length (if it's questionable, don't).
3. Men will wear shirts when on camp grounds (excludes beach).
4. Skimpy or revealing swimwear may not be worn.
5. Beachwear shall be worn only on the beach and while returning to your cabin.
6. Proper undergarments must be worn, and should not be visible. (Bra straps, boxer shorts etc.)
7. Footwear is required in the lodge and chapel, and skill times.
8. Clothing that has rips or holes in inappropriate locations is not allowed.



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